

PERSONNEL

Civil Leave for Jury Duty and Subpoenaed WitnessesA. Purpose

To establish policy authorizing the granting of civil leave for employees subpoenaed to testify as witnesses in court or who have been summoned to serve on a jury.

B. Court Witnesses and Jury Duty Leave

1. When an employee is subpoenaed to testify in court in a legal action in which he/she is not a party (unless the case is related to his/her position with the Stafford County School Division) or is summoned to serve on a jury, he/she will be granted civil leave where such subpoena or summons is verified.
2. During any such absence, the employee will be entitled to receive his/her regular salary and all fringe benefits he/she would normally receive.
3. The division superintendent will promulgate regulations for the guidance of staff in implementing this policy.

Editor's Note

See also division regulation #R5-44.

Legal Reference: Through June 30, 1999

Code of Va., §18.2-465.1. Penalizing employee for court appearance or service on jury panel.—"Any person who is summoned to serve on jury duty or any person, except a defendant in a criminal case, who is summoned or subpoenaed to appear in a court of law when a case is to be heard shall neither be discharged from employment, nor have any adverse personnel action taken against him, nor shall he be required to use sick leave or vacation time, as a result of his absence from employment due to such jury duty or court appearance, upon giving reasonable notice to his employer of such court appearance or summons. Any employer violating the provisions of this section shall be guilty of a Class 4 misdemeanor."

Adopted by School Board: June 9, 1992